

SOCIAL METRICS

Employee Data	2019	2020	2021	2022	2023	2024
Employee Count	4,110	3,742	3,646	3,671	3,619	3,636
Safety TRIR ¹	1.0	0.7	1.0	0.7	0.9	1.0
Safety LTIR ²	N/A	N/A	N/A	N/A	0.4	0.8
Average Hours of Training per Employee	N/A	N/A	1.9	2.3	3.4	3.6
Gender Pay Equity ³	N/A	N/A	N/A	95%	94%	99%
Turnover %	N/A	N/A	N/A	21%	15%	12%

2024 Gender Breakdown	Total Employees	VP & Above	Manager & Above	Non-Management	Board of Directors
% Male	59%	73%	63%	58%	70%
% Female	41%	27%	37%	42%	30%
% Undeclared	0%	0%	0%	0%	0%

(BOD as of June 2025)

2024 U.S. Ethnicity Breakdown ⁴	Total	Manager & Above	Non-Management
% White, Non-Hispanic	43%	81%	37%
% Black or African American	52%	14%	58%
% Hispanic or Latino	2%	1%	2%
% Asian	1%	2%	1%
% Native Hawaiian or Other Pacific Islander	0%	0%	0%
% American Indian or Alaska Native	0%	0%	0%
% Other	2%	2%	2%

¹ Total Reportable Injury Rate (TRIR) = (Total Reportable Injuries (TRI) * 200,000) / Total Hours Worked

² Lost Time Injury Rate (LTIR) = (Total Lost Time Injuries (LTI) * 200,000) / Total Hours Worked

³ Average compensation of females to males

⁴ Manager & Above represents Executives, Senior Officials & Managers, and First/Mid Officials and Managers, aligned with EEO classifications

N/A = Not Applicable